

## For More Information

The Division of Apprentice Training (DAT) is the office of record for registered apprentices across the Commonwealth of Massachusetts. The Division also monitors all registered apprentice training programs and ensures that apprentices are laboring in safe working environments, are paid correctly, and are receiving both on-the-job training as well as related education classes. The Apprentice Training Program is the framework in which an individual undergoes a reengineering of their economic career development, educational career, socialization, and psychological development. The process is initiated by learning a program that requires on-the-job learning coupled with classroom theory learning. A progression of wages is paid and a contract is required. DAT does not provide job placement or job training.

If you're interested in becoming an apprentice, here are some resources you should explore:

- Visit your local career center and work with job counselors who can help you along with your job search. You can find a list of career centers at [www.mass.gov/careercenters](http://www.mass.gov/careercenters).
- Contact a local union in your area and find out when they are taking applications.
- Check your local newspaper classifieds as well as access on-line job resources.

### Wage Progression

Apprentices start at a percentage of the skilled worker's wage and receive increases at regular intervals. Starting rates are usually 35% to 50%, and increases are given every six months in most trades. The period of training is from 1 to 6 years, depending upon the trade. Most programs are for 4 years.

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Workforce Development  
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Timothy P. Murray, Lt. Governor  
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## Registered Apprenticeship for Workers

### Building a Career Path



### Division of Apprentice Training (DAT)

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**Executive Office of Labor  
and Workforce Development**  
**Division of Apprentice Training**

# Apprentice Training Information for Workers

**Skills, knowledge, and experience are the building blocks for success. They are also the foundation for apprentice training. When individuals complete a registered apprentice program, they will possess the skills, knowledge, and experience needed to succeed in their chosen occupation.**

## What is Apprentice Training?

Apprentice Training is a combination of on-the-job training and related instructions (schooling) which has been approved by the Commonwealth of Massachusetts Division of Apprentice Training. DAT can help the employer and the apprentice to set up approved standards of apprenticeship.

DAT does not provide job placements – you must first have a job with an employer willing to sponsor an apprenticeship program



## Benefits of Registered Apprenticeship

Registered Apprenticeship is a formalized, structured training program combining on-the-job training and related technical instruction in which employees are paid to receive practical and technical training in highly skilled occupations. Apprenticeship is an industry-driven career training. Individual industries determine the skills that are essential to sustain the quality of their workforce.

People attracted to apprenticeable occupations come from all walks of life - young men and women right out of high school, college graduates, former military personnel, current members of the Guard and Reserve, people wanting to make career changes, and dislocated workers seeking new opportunities. Anyone with the drive to better themselves and the dedication needed to acquire the skills, knowledge, and experience required to succeed can benefit from participation in a registered apprenticeship program.



**Over 850 occupations  
are apprenticeable;  
here are a few examples:**

Aircraft Mechanic - Bricklayer - Carpenter  
Cook (Chef) - Correctional Officer - Electrician  
Firefighter/EMT- HVAC - Iron Worker  
Machinist – Painter - Pile Driver  
Plumber - Police Officer - Roofer  
Sprinkler Fitter - Telecommunications Technician

## Related Instruction

Instruction must be approved by DAT and the program sponsor and taught by an approved instructor. Instructors must be competent in their trade or occupation. The instructional content must be reasonably consistent with the latest trade practices, improvements, and technical advances. A sponsor must review related technical instruction annually to ensure that it is relevant and current. A minimum of 150 hours is required per year.

